

## "Opportunity is missed by most people because it is dressed in overalls and looks like work." Thomas Edison

There is no doubt that our organization is undergoing some fairly significant changes. Brenda's last update about the future and our advancements in technology is an excellent example of how our police department is growing and changing. The information that our employees now have at their fingertips is truly incredible. If you had told me when I started 20 years ago that we would have computers in our cars that had maps with the location of every patrol car, I never would have believed it. Of course, I also would have never believed that real marijuana would be legal, fake marijuana would be illegal, and that we would be enforcing immigration laws, but that's another story.

Although the new CAD/RMS system is significantly changing how we do business, it is important to note that there are a lot of other changes occurring at the same time. Some examples include:

- Patrol shift change and the new deployment model (zones instead of beats)
- Twelve hour shifts in Detention
- A new case management system on the horizon
- The continuous evolution of how we respond to and investigate crimes
- Changes in how we collect, store, access and share intelligence
- Legislative changes that affect the laws that we enforce
- Budget challenges
- And so on...

Unfortunately when change occurs, it often brings with it resistance, stress and an overall sense of uncertainty. We will often resist change because it takes us out of our comfort zone, we feel as though the change is being forced upon us with little or no input, and it can create some ambiguity in terms of what the future may hold.

Although it is important to understand how change can affect us personally, it is equally important to recognize that change can also bring with it, incredible opportunities. William Pollard, a nuclear physicist, once said...

"Without change there is no innovation, creativity, or incentive for improvement. Those who initiate change will have a better opportunity to manage the change that is inevitable."

As Tempe Police employees it is important for all of us not only to embrace change but to also view change as an opportunity to grow professionally and as an opportunity to improve the level of service that we provide our community. We can all capitalize on these incredible opportunities by simply getting involved and putting some effort behind it. Many of us already

subscribe to this philosophy. Some examples include the PIN Team and the Patrol Deployment Group. In both cases, we had a talented and dedicated group of employees come together to develop a better way to do police work and both groups have had an incredibly positive impact on how we do business. I have no doubt that these employees have gained an incredible amount of knowledge and experience that will prove beneficial as they continue their careers.

## "So what's your point Angel? This message is already way too long!"

My point is simple. Embrace change because change brings opportunities and given opportunities, we can do great things! Instead of sitting back and watching change happen, get involved in making it happen. The next time you see an email asking for people to join a "working group", volunteer. The next time you see a posting for a special assignment that might be a little out of your comfort zone, put in for it. For 2010, our overall (department-wide) rotation was 18%. CIB had a 23% rotation, SIB 19%, Central City 26%, Traffic 4%, and Organizational Services had a 38% rotation. The opportunities are there!

Do not miss an opportunity because it "looks like work". Get involved. It will make all of us better. You'll be glad you did!

Thank you and please be safe, Angel